

**THE ARKANSAS STATE BOARD OF EDUCATION**

**IN RE THE MATTER OF:  
JENNIFER ANN PIPPENGER  
OCTOBER 10, 2019**

**PLSB CASE NO. 19-063**

**FINDINGS OF FACT, CONCLUSIONS OF LAW, AND ORDER**

At its regular meeting on October 10, 2019, the Arkansas State Board of Education (Board) accepted the recommendation of the Professional Licensure Standards Board Ethics Subcommittee (Ethics Subcommittee) for disciplinary action against the teaching license of Jennifer Ann Pippenger (Educator Pippenger). Based upon Educator Pippenger's acceptance of the Ethics Subcommittee's recommendation and the evidence presented, in accordance with the Administrative Procedure Act, Ark. Code Ann. 25-15-101 et seq., the Board hereby states as follows:

**I. Findings of Fact**

- a. The Arkansas Department of Education issued Educator Pippenger a standard five-year teaching license on January 1, 2015, valid until December 31, 2019.
- b. The Ethics Subcommittee received an allegation that Educator Pippenger violated the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas Educators promulgated pursuant to Ark. Code Ann. § § 6-17-422 and 6-17-428.
- c. On November 2, 2018, the Ethics Subcommittee authorized an investigation into allegations that Educator Pippenger violated Standard 2: an educator maintains competence regarding his or her professional practice, inclusive of professional and ethical behavior, skills, knowledge, dispositions, and responsibilities relating to his or her organizational position; and Standard 8: an educator, while on school premises or

at school-sponsored activities involving students, refrains from: A) using, possessing and/or being under the influence of alcohol or authorized drugs/substances and/or possessing items prohibited by law, or B) possessing or using tobacco or tobacco-related products, e-cigarettes, e-liquid, or vapor products, or C) abusing/misusing prescription medications or other authorized substances as evidenced by impairment while on school premises or at school-sponsored activities involving students.

d. Educator Pippenger was notified on November 2, 2018, of the Ethics Subcommittee's authorization to investigate this allegation.

e. After considering the investigator's report and evidence on May 3, 2019, the Ethics Subcommittee unanimously found that a preponderance of evidence existed to substantiate violations of Standards 2 and 8 in that Educator Pippenger:

- Inappropriate disposition inclusive of professional and ethical behavior;
- Failed to follow district, state, AAA, or federal policies, procedures, or regulations; and
- Possessed, unauthorized use, or was under the influence of alcohol, medication, and/or other substances prohibited by law while at school or school-sponsored activity.

f. The Ethics Subcommittee recommended that the State Board take the following actions:

1. Probation of license for 1 year;
2. Assess a \$200 fine (due within 90 days of the State Board Order);
3. Require Educator to complete the following coursework/readings:
  - ERC19048: Professional Licensure Standards Board (PLSB): The Code of Ethics Training Video (2018) Credit Hours: 1
  - Title: Almost Alcoholic: Is My (or My Loved One's) Drinking a Problem? (The Almost Effect) (250p); Author: Robert Doyle, MD; Joseph Nowinski, MD; ISBN 10: 1616491590; ISB 13: 978-1616491598

- Title: QBQ! The Question Behind the Question: Practicing Personal Accountability at Work and in Life (160p); Author: John G. Miller; ISBN 10: 0399152334; ISBN 13: 978-0399152337
  - Title: The 85% Solution: How Personal Accountability Guarantees Success No Nonsense, No Excuses (256p); Author: Linda Galindo; ISBN 13: 9780470500163
4. Require Educator to prepare written reflection: that explains how each of these trainings will impact her professional practices (due within 90 days of the State Board Order); and
  5. Require Educator to pay all associated costs.
  6. At the July 11<sup>th</sup>, 2019, State Board meeting the Board requested that the Educator provide a note from a medical professional that she is fit to return to the classroom.
- g. On May 6, 2019, Educator Pippenger was notified of the Ethics Subcommittee's reasonable belief determination and recommendation by certified and regular mail. Educator Pippenger failed to respond to the Ethics Subcommittee's recommendation thereby waiving her right to any further notice, hearing, or any other rights she may have under the Administrative Procedure Act, including those rights set forth in Ark. Code Ann. §§ 25-15-211 and 25-15-212.
- h. At today's meeting, the Ethics Subcommittee's recommendation and supporting documentation were presented to the Board as part of its action agenda.
- i. A motion was made to accept the Ethics Subcommittee's recommendation. The motion carried.

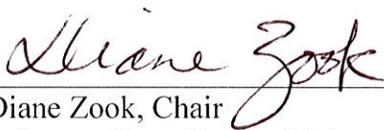
## **II. Conclusions of Law**

- a. Upon consideration of the evidence presented at the meeting, Ark. Code Ann. §§ 6-11-105, 6-17-401, 6-17-422, 6-17-428 and 25-15-201 et seq., and the Arkansas Department of Education Rules Governing the Code of Ethics for Arkansas

Educators, the Board adopts the Ethics Subcommittee's recommendations, and enacts the sanctions accordingly. The Board admonishes Educator Jennifer Ann Pippenger for her violation of the Code of Ethics.

- b. Educator Pippenger is cautioned that her non-payment of the assessed fine of \$200 may result in the suspension of her license until the fine is paid in full.
- c. Educator Pippenger is cautioned that further violations of the Code of Ethics or failure to pay the fine within ninety (90) days from the date of this order may result in more severe discipline including permanent revocation of her license.
- d. This order shall remain permanently in Educator Pippenger's professional licensure file and the confidential files of the Professional Licensure Standards Board.

IT IS SO ORDERED.

  
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Diane Zook, Chair  
Arkansas State Board of Education